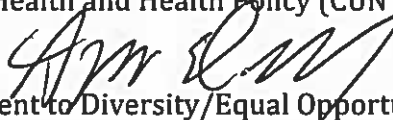


MEMORANDUM

To: Graduate School of Public Health and Health Policy (CUNY SPH)  
From: Dean Ayman El-Mohandes   
Re: Reaffirmation of Commitment to Diversity/Equal Opportunity/Affirmative Action

The City University of New York (CUNY) and the Graduate School of Public Health and Health Policy (CUNY SPH) are dedicated to maintaining an inclusive work and learning environment, and I write to strongly reaffirm our commitment, and my own commitment, to the principles of affirmative action, equal opportunity, and diversity. Accordingly, I am committed to oversee our compliance with the CUNY Policies and Procedures on Equal Opportunity, Non-Discrimination, and on Sexual Misconduct.

The Equal Opportunity and Non-discrimination Policy states CUNY's commitment to recruit, employ, retain, promote, and provide benefits to employees regardless of race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, pregnancy, or status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state and city laws. I remind you that Italian Americans are included among CUNY's protected groups. Additionally, as a federal contractor, CUNY engages in affirmative action consistent with federal requirements. I invite you to view the Equal Opportunity Policy in its entirety, including the complaint procedures and prohibition against retaliation at: <http://www1.cuny.edu/sites/title-ix/campus-websites/resources/campus/the-cuny-school-of-public-health/>.

The following administrators implement CUNY SPH's Diversity/Equal Opportunity/Affirmative Action Program:

Chief Diversity Officer  
Edith Rivera  
Graduate Center, 365 5<sup>th</sup> Avenue, Room 7301  
New York, NY 10016  
Room 7301; 212-817-7410

504/ADA Coordinator  
Jeanette Rodriguez  
CUNY SPH  
55 West 12<sup>th</sup> Street, New York, NY 10027  
Room 724; 646-664-9770

Director of Human Resources  
Arthur McHugh Jr.  
CUNY SPH  
55 West 12<sup>th</sup> Street, New York, NY 10027  
Room 715; 646-364-9764

**Members of our campus community who become aware of allegations of discrimination or retaliation should encourage the aggrieved individual to report the alleged behavior. I ask for your continued support to ensure equal opportunity, affirmative action, and diversity and inclusion practices at CUNY SPH.**